

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2001**

*INTRODUCTION*

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The Office of Planning and Research in the Office of External Affairs has compiled this Workforce Profile from data captured by the Department of Personnel's automated personnel files, the Office of Management and Budget's automated payroll files, and a telephone survey. It includes profiles of the State Government workforce as of January 1, 2001, comparisons of the workforce at the end of Fiscal Year 2000 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2000.

We have included trend data where significant trends exist, and where data have been retained long enough to document such trends. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's where possible. Longer-term trend charts typically plot a single statistic (an average, total, or net change value) by year, to avoid excessive complexity. However, we have reproduced total counts by department for every year since 1960.

The Workforce Profiles for the years since 1995 have been challenging due to changes in the structure of State Government. Where possible, we have noted changes in staffing that are due to these structural changes rather than to routine movement into and out of the State Government workforce. These changes include: the addition of the county-level Judiciary (Superior Court) employees to the State Government workforce in January of 1995; the elimination of the Departments of Higher Education and Public Advocate; the merger of the Departments of Banking and Insurance; the creation of the Juvenile Justice Commission; the transfer of the Division of Motor Vehicles from the Department of Law and Public Safety to the Department of Transportation; the creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance; the creation of the Commerce and Economic Growth Commission to succeed the Department of Commerce and Economic Development; and the creation of the Office of Information Technology. They also include the transfer of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury. We have tried to annotate any figures that show significant changes as a result of these actions. As of January of 2001, there are no further structural changes to report.

Most of these reports are based on the Department of Personnel's own records. However, certain information is only available from the Centralized Payroll Office in the Department of the Treasury, particularly with regard to union representation of State government employees. The paycheck counts from Centralized Payroll do not, however, include exactly the same employees as the counts from the Department of Personnel's automated personnel files. In the Department of Personnel files, data are included for Career Service employees in the State colleges, who were formerly counted in the Department of Higher Education. These

STATE OF NEW JERSEY

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employees are not included in paycheck counts or reports based on payroll files. The same is true for certain employees on leave without pay. We include these employees because they are included in the State Government Merit System.

The Workforce Profile includes breakdown data for agencies that State law places “in but not of” the constitutionally authorized departments. The State Parole Board is “in but not of” the Department of Corrections. The Juvenile Justice Commission is “in but not of” the Department of Law and Public Safety. The Commission on Higher Education, the Higher Educational Student Assistance Authority, and Public Broadcasting are “in but not of” the Department of State. The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, the Board of Public Utilities, and the Ratepayer Advocate are all “in but not of” the Department of the Treasury. On all appropriate tables, Departments that include “in but not of” agencies have both the Department proper and the “in but not of” agencies (shown in parentheses) below the overall information for the Department (shown in capital letters).

The profile also includes a separate category for the Displaced Worker Pool. In 1996, the Department of Personnel established a temporary pool of displaced employees that met the temporary staffing needs of various State departments and agencies until the displaced workers found permanent employment. The appropriations act enabled the Department of the Treasury to transfer funds to the Department of Personnel from the other State departments to support the creation of the Displaced Workers Pool and the salaries of participants. The Pool was activated in 1996 to mitigate the effects of a layoff at the Department of Human Services. By February of 1997, all the employees in the Displaced Worker Pool had been placed in other permanent positions. In 1998, following the replacement of the Department of Commerce and Economic Development with a smaller, autonomous commission, additional employees entered the Displaced Worker Pool. By January 2000, all these employees had also been placed in other permanent positions. The Displaced Worker Pool is reactivated when it is needed.

The table on the next page provides a general overview of the number of State Government employees in each Department, along with some important statistics for the entire State Government workforce. We have provided the January 2000 employee counts for comparison, and shown the absolute and percentage increase or decrease alongside. Overall, there was an increase of 2.7 percent in the size of the State Government workforce during 2000.

The Department of Personnel welcomes your comments and questions regarding this report. The Office of Planning and Research is able to assist individual agencies with specific workforce analyses; for more information, contact Jeff Richter at (609) 633-7522.